App. F. IX-4

Previous References

1931-32
(CS)

File No. 78/31

Serial Nos. 1104

Later References

CS 78-31-1.)
CS 85-34-1 H
CS.184-34-1 H
CS 84-34-3 4 6

General and Revenue Secretariat.

Serial Nos. 1104

Part B for Dec 1931

SUBJECT

Reduction in the allowances paid to the Principals of Colleges.

To

The Registrar, Mysore University
No. 2836 Dt 18/11/31

State that the reduction of the allowances of the Principals of Colleges is of a permanent measure and that the G.O Dt 2nd Nov. 1931 applies some concession in such cases

Serial No.

From

The Registrar Mysore University

9745 Dy 14-10-1931

Forwards for Orders of Govt a Copy of letter No 1224 Dy 7-10-1931 from Mr T.C. Rollo, Principal, Maharajas College re- the Reduction of the Principals allowance and States in the circumstances explained that the principalls allowance must be regarded as a permanent increment to his previous salary and requests that the abolition of the allowance may be purely temporary and that in case any further Cut in Salaries is contemplated, the reduction in allowance now ordered may be absorbed in the general percentage Reduction of Salary of the Officers concerned.

Submitted for orders.

A printed Copy of the G.O. Dy 2-10-31 in regard to the reduction of allowance etc is put up

Flag M

CSR
19/10

(2) The reply already sent to the Vice-Chancellor with reference to a G.O. letter received from him, is put up In the official letter now received no reconsideration of the G.O. issued is asked for, but it is requested that

(i) the reduction be considered purely temporary

(ii) the reduction in allowances may be absorbed in the general reduction of salaries (so that there may be no additional loss.

Submitted
20/10/31

NOTE—Contn. Sheet.

[W.P. 79—G.S.P.M.—60,000—13-8-31.]

21 OCT. 1931

(Shetter)

(3) 1. The reduction is temporary i.e. a matter for consideration at present the extra seems to be that it should be permanent

2. As regards the second proposal, the matter was talked over at the Council Meeting some time ago & it was decided that officers who have lost their allowances — or had them reduced — should be treated exactly like other officers

DEWAN'S OFFICE 26. OCT. 1931

RR 24/10/31

1st Month ✓

Dewan Tho'

Finl Sy —

(4) The Principal's allowance is permanently reduced from Rs 200 to Rs 100 - I do not think it is possible to declare this particular reduction, which forms part of a general scheme of economy, as temporary - It is of course open to us to revise the arrangement if and when a revision is called for - All the contributing factors - have been kept in mind by the Vice Chancellor in the R.C.D were weighed & fresh enquiries made before the present decision - Reconsideration of the matter at present is not possible -

FC 1337

21/10/31

(5) As regards the second proposal, whatever relief is considered necessary may be given to the officers who will be subjected to enhanced Allowances under the general order as well as to reduction of salary, if the total emolument reduction in emoluments is unduly heavy. I am putting up a separate note on this subject

OFFICE OF THE FIRST MEMBER OF COUNCIL 24 OCT. 1931 No. 3197

(6) payment to be deferred by 1 year

RR 21.10.31

RR 21/10/31

RR 23/10/31

RR 26/10/31

Serial No.

The D.O. reply sent to the Vice-Chancellor on 19-10-31, and the G.O. issued on 2-11-31 indicating the concession which will be shown in the case of these officers in applying the further reduction in emoluments on account of the cut in Salaries, dispose of the points referred to in the Registrar's ~~letter~~ special letter d. 14-10-31 in this file

It is for orders if a reply is to this necessary. A draft is however put up

CgA 18/11/31

Issue
RG
16/11/31

2 To
The Registrar Mysore University
2380 Dy 18.11.31.

States that the reduction of the allowances of the principals of colleges ~~etc~~ is of a permanent character and that the G.O. Dy 21.11.31 affords some concession in such cases.

Cont. B

3 To
The Registrar Mysore University
2380 Dy 20.11.31

Forwarding a representation of the Toc.H Rose in regard to the reduction of the principal's Remuneration.
Retained for record with A Survey

NOTE—Contn. Sheet.

From
The Registrar Mysore University
12361 Dt 25-11-31

Forwards a copy of representation dt 4-11-31 from Mr T.C. Rollo regarding the reduction of the Principal's Emoluments.

DEWAN'S OFFICE
394
2 - DEC. 1931

The Registrar has been informed in this Office letter dt 18-11-31 that the reduction of the Principal's allowances is of a permanent nature.

Flag S

Submitted for orders with References

CSR
27/11

No further action is perhaps necessary in regard to the Principal's emoluments, in view of the reply already sent on 18.11.31 explaining the position. The Registrar's attention may if necessary be invited to this.

H.S

Mr. Rollo states that in view of the lowering of the status, he would wish to urge a strong claim to the office of Director of Public Instruction on the occurrence of an opportunity.

Draft for appr
RG
30/11/31

27/11/31

1st. Market
Decision thereon ✓
File

30/11

Please see my note on the
rest

2/12/31

CHIEF SECR.
27 NOV. 1931
H 1832
Dr 30/11/31

OFFICE OF THE
FIRST MEMBER OF COUNCIL
1 DEC. 1931
No. 4.2.16

3/12/31 RG 2/12/31

3/12/31 RG

General and Revenue Secretariat | File No. | of 193

Serial No.	
4	To The Registrar Alagappa University 2559 Dt 4.12.31. Invites attention to letter No 7 Dt 19.10.31 in regard to the reduction of Principals allowance

Cont B

NOTE—Contn. Sheet.

WD 02553—G PB—50,000—8 7 30

UNIVERSITY OF MYSORE

MYSORE.

Dated, 6th October 1931.

My dear Dewan Saheb,

I understand, through Mr. Sell, that Government contemplate reducing the allowances of the Principals of Colleges and of other members of the University in charge of institutions.

This proposal was mentioned, as part of the Retrenchment Committee's recommendations, at the meeting of heads of Departments in your chambers : and, you may remember, I strongly opposed this particular economy, on the grounds that these allowances effectively form part of the pay of the Principals, that the amounts are small enough considering the never-ending work and responsibility for which they are given, and that their removal or reduction would make it a matter of extreme difficulty to persuade suitable professors to accept Principalships. In this contention I was supported by Mr. N.S. Subba Rao, who has, like me, a first-hand knowledge of what it means to be a Principal of a large College.

I understood that this view was accepted and that, whatever might be the fate of other allowances, the " allowances " of the Principals would remain untouched. Since then I have not been consulted further in the matter and I have concluded that Government had agreed to let these allowances alone. Mr. Sell, however, appears to have heard that Government intend to take the step of halving his own and Mr. Rollo's allowances, as well, probably, as those of other heads of institutions.

I request you, very seriously, not to take any such action. These teachers really do earn their allowances many times over : and they should not be called on to make individual sacrifices in the shape of serious reduction of salary (especially at this time, which is as critical for individuals as for Governments) unless similar sacrifices are imposed all round by a general cut of salary throughout the Government service. without distinction of persons.

It is my very strong opinion that the mere labelling of part of a Principal's salary as " allowance " does not justify Government in treating it selectively for reduction. These cases are quite different from those of Government officers who. in the exigencies of the services are called on temporarily to occupy a positions carrying exceptional responsibility or requiring special effort. A Principal is appointed as such permanently and his allowance must be regarded (as it always has been regarded) as a permanent increment to his previous salary.

I trust that any action which Government may contemplate, or may even have taken, in the matter will kindly be reconsidered.

Yours sincerely,

F. Commercalpe.

Rajakaryaprasakta Diwan Bahadur
M. N. Krishna Rao, Esq., B.A.,
Dewan of Mysore, Bangalore.

CONFIDENTIAL.

C.P. 1113.

D.O.No.H.28/Encl.1

Bangalore,
7th October 1931.

Dear Mr. Matthan,

I herewith send Dr Metcalfe's D.O. letter No.163 dated 6th October 1931. I think the attitude taken up by him is altogether unreasonable. As you remember, we never agreed at the meeting of the Heads of Departments that we would leave the Principal's allowances untouched. I do not think he is right in assuming that there is something extraordinary about a Principal's charge and that it should be treated with exceptional consideration. Dr. Metcalfe ought to know that the retrenchment in allowances which we have had to enforce is a general measure of economy and it ought to be understood in that light by all officers. I can see no justification for the claim that the cases of these Principals are quite different from those of other Government Officers and that they should

therefore be made exceptions. We shall consider this matter at the Council Meeting today and send a suitable reply to Dr. Metcalfe.

Yours sincerely,

M. Visvesvaraya

CONFIDENTIAL.

University of Mysore.

CS·1135

No. 9745
Enc. 1

Office of the Mysore University,

Dated Mysore, 14 October 1931.

CS 78-31-1

FROM

V. GOPALASWAMI AIENGAR, ESQ., M.A.,
Registrar, Mysore University,
Mysore.

To

R.Ranga Rao, Esq., B.A., B.L.,
Chief
~~General~~ *Secretary to the Government of*
His Highness the Maharaja of Mysore,
Bangalore.

RR 16 10 31

SIR,

In forwarding herewith for such orders as the Government may be pleased to pass a copy of letter No.1224, dated the 7th October 1931, from Mr.J.C.Rollo, Principal, Maharaja's College,Mysore, regarding the reduction of his allowance as Principal, I am directed by the Vice-Chancellor to state as follows:-

These allowances effectively form part of the pay of the Principals; the amounts are not much, considering the heavy work and responsibility for which they are given and their reduction would make it a matter of extreme difficulty to persuade suitable professors to accept the Principalships. The mere labelling of part of a Principal's salary as "Allowance" does not justify in treating it selectively for reduction.

These cases are quite different from those of Government Officers who, in the exigencies of the services, are called on temporarily to occupy a position carrying exceptional responsibility or requiring special effort. A Principal is appointed as such permanently and his allowance must be regarded (as it has always been regarded) as a permanent increment to his previous salary. The other alternative is to provide a different grade of pay for the Principal as distinct from that for professors; but this in certain cases may be more expensive than the present practice of giving an allowance.

P.T.O.

I am to add that the observations in the preceding para are applicable in toto to the case of the Superintendents of the Intermediate Colleges for Men at Bangalore and at Mysore.

Since however the reductions are already notified, I am to request that they may be considered purely temporary.

I am further to request that in case any further cut in salaries is contemplated as rumoured, the reduction in allowances now ordered may be absorbed in the general percentage reduction of salary of the officers concerned; so that they may not be called on to make special sacrifice by a double cut from their emoluments.

I have the honour to be,

Sir,

Your most obedient servant,

Registrar.

h

Letter dated the 7th October 1931, from Mr. J.C.Rollo, M.A., Principal, Maharaja's College, Mysore, to the Registrar, Mysore - University, Mysore.

I have the honour to state that I have gathered that it is under consideration whether to reduce my allowance as Principal of this College as part of a process of reduction of allowances. Since I think that could be done only under the misapprehension as to the nature both of the Principal's duties and of his allowance, - I venture to make a representation, and to request that, if the Vice-Chancellor thinks fit, it may kindly be forwarded to Government, at whatever stage the matter stands.

The work of the Principal is not simply an addition to a professor's duties. It is a full-time - perhaps more than full-time employment. There are colleges in British India where the - Principal does not lecture at all, and though I do a large share of both lecturing and tutorial work, I should be fully occupied without it. This has always been the position of the Principals of the large colleges, but within recent years, with the addition of supervision of the Intermediate colleges and the addition of - numbers of new courses, the volume of work has greatly increased. Of still greater importance than the amount is the responsibility, financial and of very many other kinds. There is nothing in the college, academic or non-academic, inside or outside college hours, on working days or at the week-ends, in which the Principal is not intimately concerned; and it would be illuminating were I to - prepare a list of matters dealt with, and a calendar of evenings spent in the college or on the playing-fields, in the course of a week. The Principal is far from being one who simply performs some extra duties, for which an allowance is given. He takes on him a completely different burden, which becomes his main burden. And he assumes it permanently. Thus his allowance, though so listed, is not in reality an allowance at all. His essential work

is

is that of the Principalship, and his salary is the total which he receives. And since in itself it is recognised to be insufficient in relation to his responsibility and his position, he is given free quarters also. I therefore wish to submit that should there be any 'cut' in the allowance, or should there be that deprivation of free quarters which the Retrenchment Committee recommended, this would not correspond to the cutting down of allowances in other cases, but would be precisely the same as reducing salary in the case of other officers.

I have spoken above of the duties directly involved in the Principalship. It may be relevant to ~~the~~ point out that a number of other University duties naturally fall to the Principal, his services being by no means restricted to his college. Among these duties, in my case, the Secretaryship of the University Students' Information Bureau is the most exacting, involving as it does much research and correspondence, which correspondence has been held to justify an allowance for the clerk. For the work of Secretary I have not sought, and do not desire, an allowance, but the pressure of such extra activities makes one feel it the more keenly if the reduction of emoluments is proposed.

"Copy"

Registrar.

Confidential.
D.O.

No. 7/Conf.

GENERAL AND REVENUE SECRETARIAT,

Bangalore, 13th October 1931.

Dear Dr. Metcalfe,

With reference to your D. O. letter No.163 dated 6th October 1931 to the Dewan, I am directed to state that Government ~~regret that they~~ see no reason to reconsider the orders passed in Govt. Order No. Fl.2320-70/S. & A.123-31-E dated 2nd October 1931, in respect of the allowances of the Principals of Colleges.

The allowances of various kinds drawn by officers in the several departments were carefully examined by Government and their decisions are contained in the Government Order referred to above. Government can see no difference between the cases of the Principals and those of other officers ~~of Government~~, whose allowances had to be similarly curtailed. They have ~~deliberate-~~ly come to the conclusion that an allowance of Rs.100/- per mensem is adequate for the charge of a Principal. They do not think that there will ~~ever~~ be a need to "persuade" any Professor to take up a Principal's charge.

Yours sincerely,

RB
12/10/31

Dr. E. P. Metcalfe, D.Sc.,
Vice-Chancellor, Mysore University.

Camp

Bangalore
16th October 1

Dear Dr. Metcalfe,

With reference to your D.O. letter No. 163 dated 6th October 1931 to the Dewan, I am directed to state that Government see no reason to reconsider the orders passed in Government Order No. Fl.2320-70/S & A. 123-31-1 dated 2nd October 1931, in respect of the allowances of the Principals of Colleges.

The allowances of various kinds drawn by officers in the several departments were carefully examined by Government and their decisions are contained in the Government Order referred to above. Government can see no difference between the cases of the Principals and those of other officers whose allowances had to be similarly curtailed. They have come to the conclusion that an allowance of Rs.100/- per mensem is adequate for the charge of a Principal. They do not think that there will be a need to "persuade" any Professor to take up a Principal's charge.

Yours sincerely,

RR
19/10/31

To

Dr. E. P. Metcalfe, D.Sc.,
Vice-Chancellor, Mysore University.

To

The Registrar,

Mysore University.

Sir,

With reference to your letter No.9745 dated 14th October 1931 on the subject of allowances of the Principals of Colleges, &c., I am directed to state that as already intimated in my D.O. letter No. 7/Camp dated 19th October 1931 to the Vice-Chancellor, the reduction of these allowances was decided upon by Government as part of a general scheme after an examination of all the circumstances connected with each case, and is of a permanent nature. As regards the further reduction in the emoluments of these officers on account of the general cut in salaries, I am to invite reference to para 6 of Government Order No. Fl.3081-140/G.F. 90-31-1 dated 2nd November 1931 in which some concession to be shown in such cases is indicated.

I have, etc.,

RG
16/11/31

Chief Secretary.

2386 | CB. 78-31-2

16th November 31

Chief xxxxx

The Registrar,

Mysore University,

Mysore.

With reference to your letter No. 9745 dated 14th October 1931 on the subject of allowances of the Principals of Colleges, &c., I am directed to state that as already intimated in my D.O. letter No.7/ Camp dated 19th October 1931 to the Vice-Chancellor, the reduction of these allowances was decided upon by Government as part of a general scheme after an examination of all the circumstances connected with each case, and is of a permanent nature. As regards the further reduction in the emoluments of these officers on account of the general cut in salaries, I am to invite reference to para 6 of Government Order No. Fl. 3081-140/G.F. 90-31-1 dated 2nd November 1931 in which some concession to be shown in such cases is indicated.

I have the honour to be,

Sir,

Your most obedient servant,

RB
17/11/31

Chief Secretary to Government.

Hein draft

University of Mysore.

FINANCIAL BRANCH I
24 NOV. 1931
2540
GEN. & REV. SE...

No. /2361
Enc. nil

Office of the Mysore University,

Dated Mysore, 20 November 1931

CB 1374.

From

V. GOPALASWAMI AIENGAR, Esq., M.A.,
Registrar, Mysore University,
Mysore.

CS 78-31-3.

To

R. Ranga Rao, Esq., B.A., B.L.,
Chief
~~General~~ *Secretary to the Government of*
His Highness the Maharaja of Mysore,
Bangalore.

CHIEF SECRETARY'S
23 NOV 1931

RR
23/11/31
CR
23/11

With reference to G.O. No.Fl.2320-70/S & A 123-31-1, dated the 2nd October 1931, directing among other things the reduction in the allowances paid to the Principals of Colleges, I am directed to forward herewith a copy of letter No.1385, dated the 4th November 1931 from the Principal, Maharaja's College, Mysore, in the matter.

I have the honour to be,

Sir,

Your most obedient servant,

Registrar.

SR.

By

University of Mysore.

Letter No. 1385, dated the 4th November 1931, from the Principal, Maharaja's College, Mysore, to the Registrar, Mysore University, Mysore.

I have the honour to refer to my No. 1224, dated the 7th October 1931, regarding the proposed reduction of the Principal's remuneration. Orders were issued immediately afterwards, before my letter could have reached Government. I take it that the letter is still under consideration, but ~~since~~ since a reply has not yet been received, ~~I wish~~ wish again to refer to the matter, and request that the present ~~letter~~ letter may kindly be forwarded to Government for consideration with the previous one.

The additional remuneration of the principal is styled an allowance, but, as I have already shown, there is no resemblance between this and the allowances that have been reduced in various departments. The principal's appointment being a permanent one and his essential ~~duty~~ duty being that of the principalship, the so-called ~~allowance~~ allowance is part of his salary. It is clear that there is a misconception that he is simply a professor who adds to his lecturing duties some routine office work, and this is the more clear from the fact that it is intended that, after the present incumbency, the principalship shall actually carry only Rs 100/ in addition to the professorial salary, without even a free house. The facts are entirely different. Apart from mere office work (which is of an extent and variety perhaps not realised) the principal is occupied in and responsible for everything that goes on in the College, and everything that concerns each student and each member of the staff. His position in the college is totally different from that of a professor, and he also occupies a special position in the University and has much responsibility in university affairs. The principal of the Presidency College in Madras does not lecture at all, and though I do a good deal of lecturing it is very difficult to find time for it because of the ceaseless claims of administrative work

The principal's allowance was fixed many years ago, at a

time when money was much higher in value than it has been since the war. At the same time there has been a very great increase in the volume, variety and difficulty of the duties -even apart from the new supervision of the Intermediate College. I have received in effect considerably less salary than pre-war or during-war principals for much more exacting work. Yet now, when a time of still higher expensiveness and taxation is beginning, and when a general cut in salaries is also proposed, it is intended to reduce the allowance and the reduction is not even described as temporary. The principals have been chosen to suffer a loss twice as great as others in their own grade. It makes their position almost impossible.

Serious as is the financial effect of the order, I feel still more its effect as regards status and prestige. One has always felt acutely the difference in emoluments between us and the officers in the Indian Educational Service, whose salaries till recent years were identical with those in Mysore. With this inferiority of salary, bringing inferiority of status, one has nevertheless to maintain the prestige of one's post and of the University. I do not know how to face the situation if now the principalship is further lowered in standing and this is bound to react upon the reputation of the University.

The view of the principalship indicated in the order has been a very startling revelation to me. It is a serious matter to have been giving of one's best effort and enthusiasm in the work of an office, and then suddenly to be told that the work has ceased to be worth what is paid for it. If I had had the slightest idea that this view would be taken, I should certainly, though immensely preferring my college work to any other, have taken a recent opportunity of transfer to different work. The whole situation is changed by this order and its implications. There is further the question of the succession to the Directorship of Public Instruction. When Mr. Wadia's appointment to this post continued even after my return from leave last year, this did not disturb me, because I preferred my own work and was satisfied with my position, and thus did not consider the appointment in the light of supersession.

But it is a very different thing to continue to occupy an office the conception and status of which are definitely lowered during one's incumbency, and should the order remain I should wish to urge a strong claim to the Directorship in succession to Mr. Subba Rao or during any absence of his.

I submit that the order inflicts upom me a loss quite disproportionate to other reductions and inappropriate to my duties and position.

"Copy"

Registrar,
University of Mysore.

SUBJECT.....

.....

.....

.....

Section C3.

File No. 78-31

Serial No. 4

No. 2353

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *193*

To

.....

The Registrar,
Mysore (Retd).

Date of issue 14/12/1931

Signed by Sd/- R. Ramaya Rao.

Sir,

With reference to your letter No. 12361 dated the 30 20th Nov 1931 forwarding a copy of a letter from the Principal, Maharaja's College, Mysore about the reduction in the allowances of the Principals of Colleges, I am directed to state that ~~the as already intimated to you~~ vide my letter No. 7 dated the 19th October (Nov) 1931, ~~the orders passed in G.O. No. R. 7320-76/S&A 123-31-1 dated the 25 Dec 1931~~

List of enclosures.....

Copied by.....

Examined by.....

[over

Returned by Fl. Scott.

C. B. with enclosures.

SM

24. II. 31.

CB 1324

Shows to treated as final. No
further correction should be permitted
in the matter.

As regards the claim
set up by Mr. Rao to the ~~Director's~~
post of D.P.P. at succession to Mr.
Subba Rao, I am to state that the
question does not arise at present

I am
Yours
30/4/31

I think this point may be
ignored - since it is proposed
as a permanent entitlement
to the Director
as a matter of course
with respect to their seniority

Yours
3/12/31

25-5-9

C.S. 78-81-4

4th December 31

The Registrar,

Mysore University,

Mysore.

With reference to your letter No. 12361 dated the 20th November 1931, forwarding a copy of a letter from the Principal, Maharaja's College, Mysore, about the reduction in the allowances paid to the Principals of Colleges, I am directed to invite attention to my letter No. Camp 7 dated the 19th October 1931.

I have the honour to be,

Sir,

Your most obedient servant,

Chief Secretary to Government.

Fair draft